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Programme budget for the biennium 2010-2011

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Financing of the African Union-United Nations Hybrid Operation in Darfur

Financing of the activities arising from Security Council resolution 1863 (2009)

Budget for the United Nations Office to the African Union

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Office to the African Union of $10,642,000, comprising $8,875,900 to be funded from the support account for peacekeeping operations for the period from 1 July 2010 to 30 June 2011, and $1,766,100 to be funded from the programme budget for the biennium 2010-2011.

The budget provides for the deployment of 42 international staff, 22 national staff and 1 United Nations Volunteer.

The total resource requirements for the Office have been linked to the Office's objective through a number of results-based frameworks, organized according to components (substantive and support). The human resources of the Office in terms of the number of personnel have been attributed to the individual components, with the exception of the Office's executive direction and management, which can be attributed to the Office as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Office.

Financial resources

(Thousands of United States dollars.)

Category	*Cost estimates*
Military and police personnel	—
Civilian personnel	8 708.4
Operational costs	1 933.6
Gross requirements	**10 642.0**
Staff assessment income	1 101.6
Net requirements	**9 540.4**
Voluntary contributions in kind (budgeted)	—
Total requirements	**10 642.0**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*Temporary position*	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	—	—	5	2	—	—	—	—	7
Components											
Substantive civilian											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	—	—	23	3	—	—	—	—	26
Support											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	—	—	14	17	—	1	—	—	32
Total											
Approved 2009/10	—	—	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	—	—	42	22	—	1	—	—	65
Net change	**—**	**—**	**—**	**—**	**42**	**22**	**—**	**1**	**—**	**—**	**65**

[a] Represents highest level of authorized/proposed strength.

[b] Includes National Officers and national General Service staff and Local level staff.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

A. Overall

1. The United Nations and the African Union have developed an increasingly close partnership in addressing peace and security issues in Africa, including in the fields of peacemaking, through the coordination of support for the settlement of disputes, and peacekeeping, through coordination and mutual support in the management and deployment of peacekeeping operations. On 16 November 2006 in Addis Ababa, the Secretary-General and the African Union Chairperson signed the declaration on enhancing United Nations-African Union cooperation: framework for the 10-year capacity-building programme for the African Union (A/61/630, annex). In a letter dated 11 December 2006 from the Secretary-General to the President of the General Assembly (A/61/630), the Secretary-General stated that for the objectives in the above-mentioned declaration to be achieved, adequate funding would be essential.

2. In his report of 18 September 2009 on support to African Union peacekeeping operations authorized by the United Nations (A/64/359-S/2009/470), the Secretary-General made a number of recommendations on the political and peacekeeping partnership between the United Nations and the African Union at the strategic and operational levels, including ways in which the United Nations could further support the capacity of the African Union in the support and management of its peacekeeping operations in the field. The Secretary-General stated in his report that the integration of the various United Nations political and peacekeeping liaison and support offices in Addis Ababa would assist the Organization in developing a more effective peace and security partnership with the African Union.

3. In its resolution 63/310, the General Assembly acknowledged the contribution of the United Nations Liaison Office at Addis Ababa in strengthening coordination and cooperation between the United Nations and the African Union, as well as the need to consolidate it so as to enhance its performance in view of the expanding scope of cooperation between the United Nations and the African Union. The Assembly also emphasized the need to pursue ongoing measures to improve the effectiveness and efficiency of United Nations and African Union cooperation, and recommended the continued improvement of the field presence of the United Nations Secretariat at the headquarters of the African Union in Addis Ababa. The Assembly also recognized the need to ensure an appropriate level of representation at the United Nations Liaison Office at Addis Ababa commensurate with the increasing political integration of the African Union, the responsibilities for implementing the 10-year capacity-building programme, and coordinating the United Nations system in existing and emerging areas of cooperation in peace and security, in order to enhance the strategic and operational partnership between the United Nations and the African Union and its subregions.

4. Within this overall objective, the United Nations Office to the African Union will contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are organized according to substantive and support components, which are derived from the existing mandates of the entities proposed to be integrated into the new Office.

B. Planning assumptions and mission support initiatives

5. There are presently four separate entities located in Addis Ababa with separately mandated responsibilities relating to peace and security: the United Nations Liaison Office, the African Union Peacekeeping Support Team, the United Nations planning team for the African Union Mission in Somalia (AMISOM) and the Joint Support and Coordination Mechanism of the African Union-United Nations Hybrid Operation in Darfur (UNAMID). It is proposed to consolidate the current operations of three of these four entities, the Liaison Office, the Support Team and the planning team, together with the administrative functions in support of the Joint Support and Coordination Mechanism, to establish in Addis Ababa a United Nations Office to the African Union. The integration of these entities would allow the United Nations to strengthen its interaction with the African Union and to establish a more cost-effective and efficient presence in Addis Ababa.

6. The United Nations Liaison Office was established pursuant to General Assembly resolution 52/220 to help coordinate United Nations technical assistance and information-sharing between the United Nations system and the secretariat of the Organization of African Unity (subsequently the African Union Commission). Its mandate includes facilitating coordination of peace and security activities in Addis Ababa, including the implementation of the Peace and Security Cluster of the 10-year capacity-building programme for the African Union, following the work of the African Union Peace and Security Council in the prevention, management and resolution of conflicts in Africa, and making policy recommendations to United Nations Headquarters on political issues requiring attention by both organizations. In addition, the Liaison Office facilitates cooperation between the United Nations and the African Union in support of electoral and democratization processes in Africa, supports the activities of Special Envoys and Representatives of the Secretary-General, when required and as requested, and provides political advice to United Nations Headquarters, as required.

7. The African Union Peacekeeping Support Team was authorized by the General Assembly in its resolution 60/268. Its mandate is to deliver appropriate technical expertise to the African Union Commission for the development of the African standby force and to support the coordination of donor assistance for the development of the force. The Support Team also provides guidance and assistance on cross-cutting issues such as doctrine and training, and coordinates within the United Nations and with other partners the provision of support for capacity-building of African peacekeeping. In this respect, its focus is supporting the long-term development of the African peace and security architecture under the Peace and Security Cluster of the 10-year capacity-building programme.

8. The United Nations planning team for AMISOM was established in the context of Security Council resolutions 1744 (2007) and 1772 (2008), which, inter alia, authorized African Union member States to establish a mission in Somalia. The mandate of the planning team is contained in Security Council resolution 1863 (2009), and was subsequently renewed by the Council in its resolutions 1872 (2009) and 1910 (2010). Its functions are to advise and assist the Strategic Planning and Management Unit of the African Union Peace Support Operations Division in the overall planning and management of AMISOM, provide strategic advice to the Unit and Division on all AMISOM-related activities, and support building of the Division's capacity and coordination between the Division and United Nations

organizations working on Somalia. As specifically requested, most recently by the African Union in its note verbale of 29 April 2009, the planning team provides technical and expert assistance in the following areas: military operations and force generation, medical, aviation, police, disarmament, demobilization and reintegration, security, public information, procurement, human resources, budget, contingent-owned equipment and communications and information technology.

9. The Joint Support and Coordination Mechanism of UNAMID, established pursuant to Security Council resolution 1769 (2007), is also based in Addis Ababa. The primary function of the Mechanism is to facilitate information-sharing and communication related to the operations of the hybrid mission between the United Nations and the African Union. As the Mechanism is a hybrid organization reporting to both the African Union and the United Nations, its substantive functions will not be incorporated into the integrated Office. As agreed with the African Union, the Mechanism will be co-located with the integrated Office and will rely on that Office for administrative and logistical support.

10. Pursuant to General Assembly resolution 63/310, a comprehensive review of functional requirements underpinning the peace and security partnership between the United Nations and the African Union has been undertaken, with a view to integrating the United Nations peace and security presence in Addis Ababa under a single United Nations office that would provide expert advice for various specialist groups and would result in efficiencies and economies of scale.

11. The aim of the proposed integrated Office is to enhance the partnership between the United Nations and the African Union in the area of peace and security, provide coordinated and consistent United Nations advice to the African Union on both long-term capacity-building and short-term operational support, and streamline the United Nations presence in Addis Ababa to be more cost-effective and efficient in delivering United Nations assistance to the African Union.

12. The cost estimates associated with the current arrangement of four separate offices for the 2010/11 period total $16,017,700. The cost estimates for the proposed new integrated Office and the revised structure of the Joint Support and Coordination Mechanism total $13,528,000 for the same period. Detailed costs of the current arrangements and the proposed new arrangement are illustrated in table 1.

Table 1

Category	Current arrangement: JSCM Proposed 2010/11	Current arrangement: UNLO Approved	Current arrangement: AUPST Proposed 2010/11	Current arrangement: UNPT Proposed 2010/11	Current arrangement: Total	New arrangement: New integrated Office[a]	New arrangement: JCSM	New arrangement: Total	Variance
Civilian personnel									
International staff	7 976.7	1 042.4	1 120.2	—	**10 139.3**	8 262.4	2 360.3	**10 622.7**	(483.4)
National staff	433.7	67.1	—	—	**500.8**	433.8	19.8	**453.6**	47.2
United Nations Volunteers	204.9	—	—	—	**204.9**	12.2	—	**12.2**	192.7
General temporary assistance	—	—	—	3 412.8	**3 412.8**	—	—	—	3 412.8
Subtotal	**8 615.3**	**1 109.5**	**1 120.2**	**3 412.8**	**14 257.8**	**8 708.4**	**2 380.1**	**11 088.5**	**3 169.3**
Operational costs	1 143.2	43.0	83.4	490.3	**1 759.9**	1 933.6	505.9	**2 439.5**	(679.6)
Gross requirements	**9 758.5**	**1 152.5**	**1 203.6**	**3 903.1**	**16 017.7**	**10 642.0**	**2 886.0**	**13 528.0**	**2 489.7**
Staff assessment income	801.7	136.8	128.8	370.8	**1 438.1**	1 101.6	443.5	**1 545.1**	(107.0)
Net requirements	**8 956.8**	**1 015.7**	**1 074.8**	**3 532.3**	**14 579.6**	**9 540.4**	**2 442.5**	**11 982.9**	**2 596.7**
Voluntary contributions in kind	—	—	—	—	—	—	—	—	—
Total requirements	**9 758.5**	**1 152.5**	**1 203.6**	**3 903.1**	**16 017.7**	**10 642.0**	**2 886.0**	**13 528.0**	**2 489.7**

[a] The amounts in this column represent funding contained in the programme budget for the biennium 2010-2011 covering the 18-month period from 1 July 2010 to 31 December 2011.

[b] The amounts in this column comprise $8,875,900 to be funded from the support account for peacekeeping operations for the period 1 July 2010 to 30 June 2011, of which $1,203,600 is included in the proposed budget for the support account for the 2010/11 period, and $1,766,100 is to be funded from the programme budget for the biennium 2010-2011, of which $1,109,500 is included in the approved programme budget for the biennium 2010-2011.

Abbreviations: JSCM, Joint Support and Coordination Mechanism; UNLO, United Nations Liaison Office; AUPST, African Union Peacekeeping Support Team; UNPT, United Nations planning team for AMISOM.

13. The current funding arrangements for the above-mentioned four offices are presently drawn from four different budgets. The United Nations Liaison Office is funded from the regular budget, the African Union Peacekeeping Support Team is funded from the support account for peacekeeping operations, the United Nations planning team for AMISOM is funded from the budget for financing support for AMISOM and the Joint Support and Coordination Mechanism is funded from the budget for UNAMID. The proposed integrated Office offers more transparency to Member States in respect of funding arrangements. The new entity in Addis Ababa, consisting of 65 posts, will be funded from only the support account for peacekeeping operations and the regular budget.

14. In the proposed new structure for the United Nations Office to the African Union, eight posts (1 ASG, 1 D-2, 1 P-5, 2 P-4, 1 Field Service and 2 Local level) are proposed to be funded from the regular budget, effective 1 July 2010, derived from the existing United Nations Liaison Office. The current staffing complement of the Liaison Office includes five posts (1 D-2, 1 P-5, 1 P-3 and 2 Local level). The proposed integration would require the establishment of three new posts (1 ASG, 1 P-4 and 1 Field Service) and the reclassification of the P-3 post to the P-4 level.

The remaining 57 posts and operational costs will be funded from the support account for peacekeeping operations.

15. As the substantive function of the Joint Support and Coordination Mechanism remains part of UNAMID, financing related to that function will remain in the UNAMID budget. However, as previously mentioned, administrative support for the Mechanism will be provided by the new Office and the Mechanism will be co-located with the new Office.

16. The rationalization of the existing peace and security components in Addis Ababa will result in the elimination of a number of existing posts and related savings will be made. The current arrangements consist of 104 posts and positions in the four entities (United Nations Liaison Office, African Union Peacekeeping Support Team, United Nations planning team for AMISOM and Joint Support and Coordination Mechanism) and 4 United Nations Volunteers, while the proposed integrated office will consist of 65 posts and the Mechanism will consist of 11 posts. All mandates established by the General Assembly and the Security Council currently performed by the Liaison Office, the Peacekeeping Support Team and the planning team for AMISOM will be preserved and implemented by the proposed Office.

17. The new integrated Office will provide a single support structure for all United Nations personnel working on peace and security issues in Addis Ababa. In accordance with General Assembly resolution 63/310, the structure is proposed to be headed at a level commensurate with the need to ensure effective representation and facilitation of dialogue with the African Union, Member States and other organizations based in Addis Ababa. The posts within the proposed structure have been identified to meet the priority needs of the African Union to develop an enhanced capacity to address issues of peace and security. In addition, the structure will be flexible and posts included now may be adjusted to meet new requirements or removed if their function is no longer required.

18. The structure of the proposed Office has both a substantive and a support component. The substantive component will provide advice and support to the African Union in the areas of political affairs, operational planning and administrative planning. The support component will provide administrative and logistical support to the proposed new integrated Office, and to the Joint Support and Coordination Mechanism. The proposed Office will have three units: a Political Affairs Unit; an Operational Planning and Advisory Unit; and an Administrative Planning and Advisory Unit. These three Units, together with a Mission Support Unit, will be overseen by the Executive Direction and Management Office.

C. Regional mission cooperation

19. The proposed integrated Office will provide an improved mechanism for cooperation at the regional level, primarily with the African Union and subregional organizations throughout Africa. The Office will also coordinate with United Nations peacekeeping operations on the continent, namely UNAMID, the United Nations Mission in the Central African Republic and Chad (MINURCAT), the United Nations Mission in Liberia, the United Nations Mission for the Referendum in Western Sahara, the United Nations Mission in the Sudan, the United Nations Operation in Côte d'Ivoire and the United Nations Organization Mission in the

Democratic Republic of the Congo (MONUC). In so doing, the Office will enhance United Nations peace and security relations with the African Union. While it is proposed that the Joint Support and Coordination Mechanism in UNAMID will remain separate from the integrated Office, the latter will provide support if requested in areas in which the Mechanism does not have expertise.

20. As the proposed Office will implement the existing mandate of the United Nations planning team to provide technical and expert advice to the African Union in the planning and deployment of AMISOM, it will maintain close links with the United Nations Support Office for AMISOM (UNSOA) and the United Nations Political Office for Somalia, both based in Nairobi, and other relevant actors to ensure consistent, comprehensive and well-coordinated planning support and advice to AMISOM.

21. In supporting dialogue with the African Union Commission, as well as with the regional economic communities and the secretariat of the African Union Panel of the Wise on conflict prevention and electoral issues, the proposed integrated Office will also coordinate with the United Nations special political missions on the continent, including the United Nations Integrated Office in Burundi, the United Nations Integrated Peacebuilding Office in Guinea-Bissau, the United Nations Integrated Peacebuilding Office in Sierra Leone, the United Nations Office for West Africa and the United Nations Peacebuilding Office in the Central African Republic.

D. Partnerships

22. The proposed Office will be the focal point for United Nations support to the African Union, but it will not be the only United Nations presence in Addis Ababa. To ensure that efforts are effective and not duplicative, the Office will coordinate its work with the full range of United Nations actors, particularly in relation to the Peace and Security Cluster, led by the Department of Political Affairs, of the 10-year capacity-building programme, the members of which are the Office of the United Nations High Commissioner for Human Rights (OHCHR), the Office of the United Nations High Commissioner for Refugees (UNHCR), the Food and Agriculture Organization of the United Nations (FAO), the International Labour Organization (ILO), the International Organization for Migration (IOM), the Joint United Nations Programme on HIV/AIDS (UNAIDS), the World Food Programme (WFP) and the World Health Organization (WHO), as well as the Department of Peacekeeping Operations.

23. In providing the African Union with a full range of capacity-building support, the new Office will also liaise and coordinate with other clusters within the 10-year capacity-building programme. These include the Advocacy and Communications Cluster (led by the Office of the Special Adviser on Africa); the Agriculture, Food Security and Rural Development Cluster (FAO); the Environment, Population and Urbanization Cluster (United Nations Human Settlements Programme); the Governance Cluster (United Nations Development Programme); the Human Resources Development, Employment and HIV/AIDS Cluster (United Nations Children's Fund); the Industry, Trade and Market Access Cluster (United Nations Industrial Development Organization); the Infrastructure Development: Water and Sanitation, Energy, Transport and Information and Communications Technology Cluster (Economic Commission for Africa (ECA)); and the Science and Technology

Cluster (United Nations Educational, Scientific and Cultural Organization and ECA).

24. The proposed Office will also participate in the mechanisms in Addis Ababa that coordinate donors and other partners, so as to ensure that United Nations support complements, and does not duplicate, the efforts of others engaged in building the capacity of the African Union, including the European Union. The Office will also maintain liaison with external partners and relevant stakeholders on providing technical and expert advice on the planning and deployment of AMISOM, including meetings with potential and existing police- and troop-contributing countries, donors and Somali interlocutors.

E. Results-based-budgeting frameworks

Executive direction and management

25. Overall direction and management is provided by the immediate Office of the Assistant Secretary-General. The Office also comprises an Office of the Chief of Staff.

Table 2
Human resources: executive direction and management

	International staff								
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Assistant Secretary-General									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	1	—	1	—	1	**3**	1	—	**4**
Net change	**1**	**—**	**1**	**—**	**1**	**3**	**1**	**—**	**4**
Office of the Chief of Staff									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	—	1	—	—	1	**2**	1	—	**3**
Net change	**—**	**1**	**—**	**—**	**1**	**2**	**1**	**—**	**3**
Total									
Approved 2009/10	—	—	—	—	—	—	—	—	—
Proposed 2010/11	1	1	1	—	2	**5**	2	—	**7**
Net change	**1**	**1**	**1**	**—**	**2**	**5**	**2**	**—**	**7**

[a] Includes National Officers and national General Service staff and Local level staff.

Office of the Assistant Secretary-General

International staff: One ASG post, one D-2 post, one P-4 post, and two Field Service level posts

National staff: Two Local level posts

26. The Head of Office will be responsible for leading the United Nations support to the African Union in the area of peace and security, and will represent the Secretary-General in Addis Ababa in that regard, as appropriate. The Head of Office will report to the Secretary-General through the Department of Political Affairs, keeping the Department of Field Support and the Department of Peacekeeping Operations informed on daily administrative and management issues of the Office. On matters relevant to field support and peacekeeping, he/she will report to the Secretary-General through the respective Under-Secretaries-General. All technical backstopping on peacekeeping support and on political and mediation issues will be performed by the Department of Peacekeeping Operations, the Department of Field Support and the Department of Political Affairs, respectively. The Office will maintain direct contact with the relevant offices at United Nations Headquarters. Under the leadership and guidance of the Head of Office, the Office will liaise with the African Union and with other partners in Addis Ababa and provide both short-term support to ongoing African Union operations and long-term capacity-building support in peacekeeping. The Head of Office will work closely with the senior leadership of the African Union Commission including, as necessary, with the Chairperson, Deputy Chairperson and Commissioners, as well as with members of the African Union Peace and Security Council. The Head of Office will also engage with capacity-building partners at the highest level, assume responsibility for implementing a coordinated plan for United Nations support across a range of functions, including conflict prevention, operational support and capacity-building support, and coordinate with United Nations peacekeeping missions and political offices on issues related to the provision of support to the African Union. To fulfil these responsibilities and, as requested by the General Assembly in its resolution 63/310, to ensure that an appropriate level of representation is provided, this post is requested at the Assistant Secretary-General level to engage effectively with the senior leadership of the African Union Commission and other partners in Addis Ababa at the highest level.

27. Owing to the diversity and level of responsibilities that the Head of Office is required to perform, it is proposed that a position of Special Assistant to the Head of Office (P-4) be established. The Special Assistant will support the Head of Office in the execution of his/her duties, liaise with external organizations and Member States as appropriate, and facilitate the smooth operation of the Office, in cooperation with the Chief of Staff. The Head of Office would also be supported by a Personal Assistant (Field Service) and an Administrative Assistant.

28. Reporting to the Head of Office and acting as his/her deputy, the Chief of Staff will be responsible for ensuring the integrated and coherent functioning of the Office across all components. United Nations support to the African Union covers a wide range of issues that are closely interlinked and an integrated approach is needed to address them effectively. While a wide array of technical advice will be provided through the three substantive Units within the Office, the Chief of Staff will serve as the coordinator, to ensure that the support provided to the African Union through the three Units of the Office is effectively integrated and mutually reinforcing. To that end, the Chief of Staff will oversee the core mechanisms and processes that enable the delivery of the Office's mandate, in particular planning,

policy coordination, senior-level decision-making and information management. The Chief of Staff will also oversee the support elements of the Office. It is therefore proposed to establish the post of Chief of Staff at the D-2 level. The Chief of Staff will be supported by two Administrative Assistants (one Field Service and one Local level).

Component 1: provision of advice and support to the African Union

29. Within the component for provision of advice and support to the African Union, the Office will provide advice and support from its three Units. The Political Affairs Unit, through its experts, will provide guidance and support in the fields of political affairs, security sector reform, disarmament, demobilization and reintegration, and public information. The Operational Planning and Advisory Unit will support the African Union with its experts in military planning, military logistics planning, military medical planning, force generation, police, mine action and security planning. The experts from the Administrative Planning and Advisory Unit will be responsible for providing advice and support in the areas of finance, procurement, human resources, information technology and communications, training and logistics.

Expected accomplishments	*Indicators of achievement*
1.1 Coordinated decisions and actions by the African Union and the United Nations with regard to conflict prevention, mediation and electoral support	1.1.1 Effective functioning of mechanisms for United Nations/African Union consultation on issues of peace and security
	1.1.2 African Union Commission consults with the United Nations when undertaking conflict prevention initiatives, including mediation/good offices, to address emerging crisis situations in Africa
	1.1.3 African Union legislative bodies approve the first African Union mediation strategy for Africa
	1.1.4 Completion of the United Nations-African Union programme to assist in building African Union mediation capacity
	1.1.5 Completion of a framework to assist the African Union in building its peace and security architecture in the areas of early warning, conflict prevention, borders and elections
	1.1.6 Within the framework of the Peace and Security Cluster of the 10-year capacity-building programme, implementation of the action plan for the sub-clusters on the peace and security architecture of the African Union, post-conflict reconstruction and development, and human rights, justice and reconciliation

Outputs

- Six (two of each organ) ordinary annual meetings of the African Union Summit, Executive Council and Permanent Representatives Committee
- Convening of two meetings per annum of the United Nations-African Union Joint Task Force on Peace and Security
- Provision of technical and secretarial support to the organization of annual meetings between the United Nations Security Council and the African Union Peace and Security Council
- Daily meetings of the African Union Peace and Security Council, at least two annual meetings of the Panel of the Wise, and the annual meetings of the African Union border programme and continental early warning system, in Addis Ababa or elsewhere in African Union member States
- Participation in the Department of Political Affairs-led United Nations-African Union weekly teleconferences of relevant officers from the African Union and the United Nations
- Organization of at least four seminars and workshops on mediation, elections and border programmes by the African Union
- Convening of weekly meetings with the leadership of the African Union Peace and Security Directorate, the Political Affairs Directorate and member States of the African Union Peace and Security Council to exchange information on current areas of responsibilities
- Submission of weekly reports to United Nations Headquarters about the work of the African Union Commission and the African Union Peace and Security Council
- Submission of daily reports to senior United Nations officials on peace and security issues in Africa to enable them to take decisions based on accurate and first-hand information
- Provision of technical advice and support to African Union mediation, good offices and conflict prevention missions on an ongoing basis
- Assistance in developing, in collaboration with the regional economic communities, common indicators for early warning and sharing, as appropriate, of information about United Nations efforts in early warning and preventive diplomacy
- Organization of seven regular meetings of the Peace and Security Cluster
- Convening of four meetings each by the three sub-clusters (on the peace and security architecture of the African Union, post-conflict reconstruction and development, and human rights, justice and reconciliation) to assess capacity-building efforts in the respective areas
- Development and finalization of the business plan for the Peace and Security Cluster
- Convening of pre-Regional Coordination Mechanism meetings to ensure sub-clusters of the Peace and Security Cluster have complied with decisions of the Mechanism
- Convening of monthly meetings with United Nations agencies, funds and programmes to ensure alignment of their programmes with the 10-year capacity-building programme and its priorities

- Annual report on the activities of the Peace and Security Cluster presented to the Regional Coordination Mechanism
- Coordination and management of the African Union Democracy and Electoral Assistance Unit database
- Identification of 120 experts under the three categories of electoral assistance experts, and their inclusion in the electoral assistance database
- Provision of support, as required and when requested, to Special Envoys and Special Representatives of the Secretary-General on official visits to Addis Ababa to meet with African Union officials, the Economic Commission for Africa, Ethiopian authorities, the diplomatic corps and other interlocutors

Expected accomplishments	*Indicators of achievement*
1.2 An operational African peace and security architecture with an effective capacity to address threats to peace and security in Africa	1.2.1 Implementation of African Union proposals to secure appropriate human resources and structures for the African Union Commission 1.2.2 Mechanisms for the deployment of the African standby force agreed by the African Union and subregions 1.2.3 Development of a third road map for the African standby force to incorporate lessons learned from the previous phase and to initiate the next stage of development, leading to a fully operational force by 2015 1.2.4 Endorsement of the third road map for the African standby force by African Chiefs of Defence and Security 1.2.5 Effective coordination of support provided by capacity-building partners

Outputs

- Participation in concept and policy development workshops on the African standby force, including the provision of advice on United Nations best practices and lessons learned. Consideration of United Nations best practices and lessons learned in the development of the rapid deployment capability, police capacity, civilian dimension, mine action, peacebuilding aspects and logistic support concepts. The number of workshops will fluctuate according to the requirements of the African Union Commission and individual regional economic communities
- Participation in the annual training implementation workshop of the African Union Peace Support Operations Division
- Provision of guidance and assistance on doctrine development, including development of documentation and support for the development of mechanisms for the assessment of evaluations leading to the adoption of agreed African Union policy

- Assistance in the assessment of training needs and the promotion of common training standards for the African Union and the regional economic communities, leading to an endorsed policy
- Provision of technical and strategic advice and support to the African Union in preparing its comprehensive policy framework on security sector reform, including through one joint security sector reform country assessment and two joint African Union-United Nations security sector reform training events in different subregions
- Delivery of technical expertise to the African Union Commission in Addis Ababa through daily consultations with, primarily, the Peace and Security Directorate
- Facilitation of training programmes, including two senior mission leaders courses per year, and others as requested by the African Union Commission, as well as support for training programmes conducted by regional training centres
- As the chair of the Peace and Security Cluster, coordinate, through the cluster system and with other partners, the provision of support to capacity-building for the African peace and security Architecture and African Union peacekeeping
- Participation in established weekly meetings of the African Union partners group and the monthly ambassadorial level coordination meeting in Addis Ababa to ensure maximum visibility, reduce possible duplication of effort and enhance coordination
- Liaison and coordination through the African Union Commission with the regional economic communities and regional coordination mechanisms on the development and harmonization of the African peace and security architecture and the African standby force at the regional level

Expected accomplishments	*Indicators of achievement*
1.3 The African Union achieves the capacity to manage current peacekeeping missions	1.3.1 The African Union successfully manages the operational activities of AMISOM, including the expansion of troop numbers to the full authorized strength, and the possible redeployment of AMISOM headquarters from Nairobi to Mogadishu
	1.3.2 The African Union attains full capability in planning and deploying AMISOM in line with Security Council resolutions 1863 (2009), 1872 (2009) and 1910 (2010)

Outputs

- Daily provision of advice and expertise in the updating and review of existing plans and operational activities of AMISOM
- Daily provision of advice and operational support to African Union headquarters, strengthening its operational capacity to plan, manage and sustain AMISOM
- Daily provision of advice on planning, capacity development and operational activities related to disposal of explosive ordnance and improvised explosive devices and measures to counter improvised explosive devices

- Development and/or updating of 16 core planning documents, including concepts of operations, strategic directives and contingency planning
- Development and/or updating of 26 technical planning documents in specific areas of the AMISOM mandate
- Support to African Union military and police force generation and deployment preparations, including participation in up to eight predeployment visits and inspections for AMISOM
- Support to up to eight African Union-led training events and workshops related to AMISOM

External factors

Member States and actors in a conflict accept the role of the United Nations and the African Union in mediation, conflict prevention and electoral assistance

Parties to the conflict cooperate and are willing to resolve their disputes peacefully; peacekeeping partners provide the necessary support; and the security environment permits the establishment or continuation of peacekeeping operations and support of AMISOM. In addition, there is continued political will and commitment of the member States of the United Nations and the African Union to promoting cooperation with regional and subregional organizations in the areas of peace and security

Table 3
Human resources: component 1, provision of advice and support to the African Union

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs Unit									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	—	—	7	—	—	—	1	—	**8**
Net change	—	—	7	—	—	—	1	—	**8**
Operational Planning and Advisory Unit									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	—	—	9	—	—	—	1	—	**10**
Net change	—	—	9	—	—	—	1	—	**10**
Administrative Planning and Advisory Unit									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	—	—	7	—	—	—	1	—	**8**
Net change	—	—	7	—	—	—	1	—	**8**
Total									
Approved 2009/10	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	23	—	—	—	3	—	**26**
Net change	—	—	**23**	—	—	—	**3**	—	**26**

[a] Includes National Officers and national General Service staff.

Political Affairs Unit

International staff: one P-5 post and six P-4 posts

National staff: one national General Service post

30. The Political Affairs Unit is headed by a Senior Political Affairs Officer supported by six Political Affairs Officers and one Team Assistant. The main responsibility of the Political Affairs Unit is to liaise with and strengthen cooperation between the African Union and the United Nations in the area of peace and security, as well as to provide technical advice and support to the African Union in the areas of mediation, good offices and conflict prevention, elections, disarmament, demobilization and reintegration, and public information. While enhancing its support in the political field, the Political Affairs Unit would assume the existing responsibilities of the United Nations Liaison Office and part of the functions of the United Nations planning team for AMISOM, namely disarmament, demobilization and reintegration and public information, which are areas specifically requested by the African Union in the context of support to AMISOM.

31. As the Head of Office will require significant support and advice on political matters, there is a need for a strong political unit, which is proposed to be headed by a Senior Political Affairs Officer (P-5). The Senior Political Affairs Officer will assist the Head of Office and the Chief of Staff in the overall management of the Unit. The Senior Political Affairs Officer will ensure cohesion among, and coordinated support by, the Unit to the African Union and the regional economic communities on cross-cutting peace and security issues, as well as on joint ongoing United Nations-African Union regional economic communities country-specific peace efforts. The Officer will coordinate the preparation of political briefings for the Head of Office and for senior United Nations officials on mission to Addis Ababa. He/she will play an important role in enhancing interaction with the African Union Peace and Security Council and its subsidiary bodies, as well as with relevant African Union Commission directorates. In addition, the Officer will assist the Head of Office in liaising with other United Nations field presences in the region as necessary. Following the decision of the United Nations Security Council and the African Union Peace and Security Council to hold annual meetings, this Officer will also coordinate preparations for these meetings in close coordination with the United Nations and the secretariat of the African Union Peace and Security Council.

32. The 10-year capacity-building programme for the African Union is the overall framework of United Nations-African Union cooperation, and it covers a wide range of areas of support from the United Nations system to the African Union. Coordination of the programmatic activities within the Peace and Security Cluster among a wide variety of stakeholders (FAO, ILO, IOM, OHCHR, Office for the Coordination of Humanitarian Affairs, Office of the Special Adviser on Africa, Peacebuilding Support Office, UNAIDS, United Nations Environment Programme, UNHCR, WFP and WHO) is one of the main challenges for the implementation of the framework. The Political Affairs Officer (Coordination/Liaison) (P-4) will support the Head of Office, who co-chairs the Peace and Security Cluster on behalf of the United Nations, in ensuring cohesion in the implementation of these activities. The incumbent will also help to strengthen the nexus between peace and security and development within the framework and will reinforce the relationship with the regional coordination mechanisms. This Officer will also play an important role in working with Cluster members to strengthen the linkages between short-term

operational activities and the long-term objectives of the United Nations-African Union strategic partnership. The incumbent would need to be an appropriate interlocutor with the African Union and officers from other agencies and programmes participating in this Cluster. The Officer will also engage with regional economic communities within the Peace and Security Cluster and enhance the tripartite partnership among the United Nations, the African Union and the regional economic communities. This post is reclassified from the P-3 level to the P-4 level.

33. While the first Political Affairs Officer focuses on the general coordination and liaison functions in support of the Head of Office, the Political Affairs Officer (Mediation and Conflict Prevention) (P-4) will be responsible for supporting the Head of Office in the areas of early warning, strategic conflict prevention initiatives, mediation and conflict resolution in order to enhance the Office's efforts to address ongoing and emerging conflicts in the region. The Political Affairs Officer will liaise closely with a range of counterparts and partners, including United Nations special political missions, United Nations country teams, the African Union, the regional economic communities and other subregional organizations, Member States and civil society organizations to address regional threats to peace and security by collecting and analysing information and channelling conflict prevention assistance and mediation expertise accordingly. The Officer will also contribute to strengthening the good offices role of the United Nations by facilitating dialogue and mediation efforts at various levels. The United Nations has supported the African Union Commission in drafting a mediation strategy for Africa for the approval of the African Union legislative bodies, and the Officer will assist in implementing this strategy. The incumbent will also engage with the African Union Commission on conflict prevention issues. In addition, the Officer will also assist with advising the secretariat of the Panel of the Wise. This is a critical role, particularly given the fact that the Panel is one of the pillars of the African peace and security architecture.

34. In mid-2008, a Democracy and Electoral Assistance Unit was established within the African Union Directorate for Political Affairs. The Unit is responsible for coordinating and implementing all African Union activities aimed at promoting democracy and democratic elections in Africa. The Political Affairs Officer (Elections) (P-4) will allow for permanent engagement and advice to further build the capacity of the Unit and support efforts to implement the recommendations of the report of the Panel of the Wise on election-related conflicts in Africa. While monitoring electoral activities on the continent, the incumbent will also help to ensure coordination with United Nations agencies, funds and programmes working with the African Union on matters related to elections. The incumbent will follow closely and assess progress in the implementation of the 2010-2011 workplan for United Nations assistance to the African Union, which is part of the 10-year capacity-building programme. This Officer will provide an opportunity to enhance interaction with, and create opportunities for training and advice for African Union electoral observers, including members of the Pan-African Parliament. The incumbent will also offer support on electoral issues to United Nations field presences in the region. The need to have a dedicated Political/Electoral Affairs Officer within the integrated Office is underscored by the fact that approximately 60 per cent of United Nations electoral support goes to African countries. The African Union is therefore an indispensable partner on election-related issues and their relation to conflicts. In his 14 August 2009 report to the General Assembly

(A/64/304), the Secretary-General outlined ways in which the United Nations was working to build the capacity of the African Union's Electoral Assistance Division. This support, which the Department of Political Affairs has been providing to the African Union through consultants, would thus be continued through the Political Affairs Officer position. In addition, because of the close link between elections and conflict in Africa, the Officer will be a resource for the Head of Office in preparing United Nations briefings on election-related matters.

35. During the African Union Summit held in January-February 2008, Heads of State expressly encouraged the African Union Commission to develop a comprehensive African Union policy framework on security sector reform (see decision Assembly/AU/Dec.177(X)). To lead this effort, the African Union Commission has established a security sector reform capacity, consisting of one full-time professional officer. The African Union Commission has explicitly requested the support of the United Nations to assist in preparing this framework and in building the capacities of the African Union Commission, field liaison offices and African Union-United Nations hybrid operations in the area of security sector reform.

36. To undertake these tasks, the United Nations and the African Union have developed a strategic collaboration on security sector reform and have identified a number of activities to be undertaken jointly over a three-year period. These activities are articulated in a joint proposal for multi-donor funding developed by the United Nations and the African Union Commission. The African Union Commission has requested that the United Nations provide capacity based in Addis Ababa to support the implementation of this strategic collaboration. The primary role of the Security Sector Reform Officer (P-4) will be to provide expert technical advice and capacity-building support to the African Union Commission during the preparation and implementation of the African Union's policy framework on security sector reform, as requested by the African Union Commission. The Officer will also provide strategic and operational advice related to security sector reform in support of African Union peacekeeping missions, where appropriate.

37. The Disarmament, Demobilization and Reintegration Officer (P-4) will provide strategic and operational advice on matters related to disarmament, demobilization and reintegration to the African Union Commission and to AMISOM, subject to the continuation of the latter's mandate. Disarmament, demobilization and reintegration and associated programmes to manage weapons will be central to the African Union's efforts to stabilize Somalia, and a planner with expertise in this area was assigned to the United Nations planning team for AMISOM at the request of the African Union Commission. In recognition of this, disarmament, demobilization and reintegration has been included in AMISOM's mandate and the Transitional Federal Government has established a Ministry for Disarmament, Demobilization and Reintegration. Although the security situation has so far precluded the implementation of such an undertaking, it is vital that operational plans that take into account the specific nature of the Somali context be prepared and constantly updated. This requires technical expertise that is not currently available within the African Union and the development of disarmament, demobilization and reintegration plans in Somalia must draw upon a broad range of experience in other post-conflict settings. The training and advice provided by the Disarmament, Demobilization and Reintegration Officer will also serve to more

broadly expand the African Union's capacity in this field, which would be of use in other African Union peace operations.

38. The Public Information Officer (P-4) was also deployed within the United Nations planning team at the request of the African Union Commission. The Public Information Officer will provide strategic and operational advice on matters related to public information to the African Union Commission and to AMISOM, including assisting in the development and implementation of the public information and media capabilities, strategies and policies of the African Union, and in the strengthening of strategic coordination within the African Union Commission and with external partners working on public information. Taking into account the increasing importance of the media and public information in armed conflict, as observed in Somalia, the overarching goal in this area is to develop a more aggressive media strategy to enhance the visibility of African Union peace operations and ensure that relevant populations and all other actors are fully aware of the mandates of these operations.

Operational Planning and Advisory Unit

International staff: one P-5 post and eight P-4 posts

National staff: one national General Service post

39. The Operational Planning and Advisory Unit will comprise eight officers led by a Senior Planning Officer. The main responsibility of this Unit is to provide technical advice and support to the African Union in the areas of military and police operations and mine action and security-related matters. The Unit covers all responsibilities previously performed by the five military, two police and one security planners in the African Union Peacekeeping Support Team and the United Nations planning team. The Unit is supported by one Team Assistant (National staff).

40. Under the direction of the Head of Office and the Chief of Staff, the Senior Planning Officer (P-5) will supervise and coordinate the activities of the military, police, mine action and security officers within the Unit in the delivery of expert and technical advice to the African Union Commission, both at Headquarters and in the field, in developing its capacity to plan, deploy and manage complex peacekeeping operations, within the framework of the 10-year capacity-building programme, in particular the development of the African standby force. In addition, the Unit, under the direction of the Senior Planning Officer, would provide expert and technical advice in the planning, deployment, management and operations of ongoing African Union peacekeeping operations, including AMISOM. He/she will also serve as the focal point for overall planning and strategic advice to the African Union on matters related to AMISOM. The Senior Planning Officer will also be expected to mentor his/her counterparts in matters concerning joint planning, mission structure analysis and mission concepts of operations, as well as estimates of resource requirements for current and future operations.

41. The four Planning Officers (P-4) will undertake the tasks that have been performed by the five military advisers in the United Nations planning team and the African Union Peacekeeping Support Team, including providing technical planning advice to the African Union in their respective fields of expertise and guidance in the drafting of key documents, including, but not limited to, concepts of operations,

mission-specific guidelines, Force Commander directives, status of mission/forces agreements and memorandums of understanding with troop-contributing countries. In the integrated Office, they will not only support ongoing operations but will also provide assistance to future operations, including the operationalization of the African standby force.

42. More specifically, the Military Planning Officer (P-4) will provide strategic advice to his/her African Union counterparts and the African Union Peace and Security Directorate on military planning for peacekeeping operations. The Officer will also be expected to mentor his/her counterparts in matters concerning contingency planning, force structure analysis, concepts of operations and estimates of force requirements for current and future operations. The Military Logistics Planning Officer (P-4) will provide strategic advice to his/her African Union counterparts on all matters concerning mission support requirements, contingent-owned equipment, host country support issues and integrated mission support structures. The Officer will also be required to provide advice on mobility issues, military vertical and horizontal engineering tasks and resource requirements, as well as to support capacity-building for the military logistics planning office of the African Union Peace Support Operations Division in order to improve procedures for liaison with troop-contributing countries and host countries and the preparation of troops for deployment to peacekeeping operations led by the African Union. The Officer will also be expected to mentor his/her counterparts in matters concerning contingency planning, support structure analysis, logistic concepts of operations, and estimates of force requirements for current and future operations. The function of the Military Aviation Planning Officer in the United Nations planning team will be absorbed into this post.

43. The Force Generation Planning Officer (P-4) will provide strategic advice to his/her African Union counterparts on all matters concerning force generation, raising and maintaining force levels, including coordination with the regional economic communities, and rotation and repatriation processes for both formed units and individuals deployed in ongoing missions. The incumbent will also advise on raising forces for planned missions, developing force generation processes to support the African standby force and supporting capacity-building for the force generation office of the African Union Peace Support Operations Division in order to improve procedures for liaison with troop-contributing countries, and the preparation of troops to the standards required for deployment to peacekeeping operations led by the African Union. He/she will also develop processes for monitoring the readiness of troops to deploy on African standby force missions. The Military Medical Planning Officer (P-4) will provide strategic advice to his/her African Union counterparts and the African Union Peace and Security Directorate on all matters concerning medical support requirements, contingent-owned equipment and host country support issues, medical support planning for peacekeeping operations, including matters pertaining to level II, level III and level IV hospitals, medical evacuation, and health and hygiene of troops and individually deployed military personnel. The Officer will also be expected to mentor his/her counterparts in matters concerning contingency planning, medical structure analysis, planning for medical evacuation and repatriation, and estimates of force requirements for current and future operations. The Officer will also be required to support capacity-building for the military medical planning office of the African Union Peace Support Operations Division in order to improve procedures for liaison

with troop-contributing countries and host countries and the preparation of troops to the standards required for deployment to peacekeeping operations led by the African Union.

44. It is critical that police support and advice is provided to the African Union with a view to ensuring that professional policing standards are injected into current and future African Union peacekeeping operations. The Office will therefore provide expertise to the African Union police components for the generation and development of tools to help monitor the overall readiness of the African standby force. Existing United Nations policing functions in support of the African Union are to be consolidated into a single police planning and advisory capacity, which consists of one Planning Officer and one Police Adviser, to support more broadly the police components of African Union missions.

45. The Planning Officer (Police) (P-4) will focus on support and advice to ongoing African Union missions, including AMISOM, and provide police planning guidance and advice on the establishment, operation and assessment of police components of African Union missions. The Police Adviser (P-4) will focus on developing the African Union's police capacity within the overall framework of the 10-year capacity-building programme with specific emphasis on the police capacity needed by the African standby force. While the Planning Officer should place more emphasis on planning and management of ongoing operations, mainly covering the previous tasks under the United Nations planning team, the Police Adviser will work on designing concepts of operations, formulating strategic guidelines and preparing training manuals for future operations, including the African standby force.

46. The Security Officer (Security Planning) (P-4) will provide strategic and operational advice for building the capacity of the African Union Commission for mission planning and the management of ongoing and future African Union peacekeeping operations in the substantive area of security of civilian personnel. Specifically, the Officer will provide support for development of security management concepts and systems, in collaboration with the Department of Safety and Security of the Secretariat and the United Nations Security Focal Point, including through the sharing of United Nations security experience and best practices. The Officer will also assist in the development and conducting of African Union security training programmes, the assessment of security requirements and the identification of the needs of the African Union, with a view to advising the African Union on potential security concerns. The Security Officer will also provide advice on the interface between the security management system and military and police force protection, including security threat and risk assessment and risk mitigation measures.

47. The Mine Action Officer (P-4) will provide advice to the African Union Commission on the development of mine action policies, operational strategies, aims, goals and objectives. The Mine Action Officer will also assist the African Union and its troop-contributing countries in the development of advanced capability and policies for the disposal of explosive ordnance and improvised explosive devices and to counter improvised explosive devices. In this connection, it is important to note that to attain the overarching objectives of missions it is essential to foster the capacity to determine requirements in terms of the size and scope of mine action activities to support African Union missions, including AMISOM.

48. Based on recent experience in Somalia, particularly the 17 September 2009 suicide bomb attack on AMISOM headquarters that resulted in more than 20 fatalities, including AMISOM personnel, the African Union has sought to increase knowledge on measures that can be taken to protect personnel and premises effectively and expertise to counter the threat of improvised explosive devices. Given the persistent nature of the threat, support in the areas of security and mine action is urgently and continuously required.

Administrative Planning and Advisory Unit

International staff: one P-5 post and six P-4 posts

National staff: one national General Service post

49. The Administrative Planning and Advisory Unit will comprise six officers led by a Senior Administrative Officer. The main responsibility of this Unit is to provide technical advice and support to the African Union Commission in the development of its institutional and operational capacity in the areas of mission-related administration, information technology, communications, training, logistics and contingent-owned equipment. These officers will be responsible for advising, assisting and liaising with African Union counterparts regarding ongoing and future peace support operations, and requirements in support of the African peace and security architecture, including the African standby force. They will liaise closely with other partners, in particular with UNSOA in order to ensure that United Nations logistics support will be effectively received by AMISOM. The Unit is supported by one Team Assistant (National staff).

50. The Senior Administrative Officer (P-5), in addition to supervising the team of officers, will provide overall advice to the African Union on administrative matters. There will be a total of six officers within the Unit. The Human Resources Officer (P-4) will provide the African Union Commission with advice on human resources issues to support the development of its institutional capacity. In her/his advisory role, he/she will contribute to the enhancement of human resources management of the Commission by contributing to the African Union United Nations experience and knowledge in human resources management issues and lessons learned. The Finance and Budget Officer (P-4) will advise and liaise with the African Union on matters concerning financial administration and accountability, including with regard to AMISOM, and will monitor the requested funding for support for AMISOM. The Procurement Officer (P-4) will advise and liaise with the African Union on the development of procurement practices, and assist the African Union in its procurement of goods and services, including for AMISOM. The Information Technology and Communications Officer (P-4) will advise the African Union on the provision of communications and information technology requirements. The incumbent will assist the African Union with the planning and definition of requirements for provision of communications and information technology services, including for AMISOM. The incumbent will also provide advice related to procurement of communications and information technology for AMISOM and will ensure effective coordination among the United Nations, external partners and the African Union in the context of communications and information technology support. The Logistics Officer (Logistics and Contingent-Owned Equipment) (P-4) will advise and liaise with the African Union on the development and implementation of logistics policies and procedures for the Peace Support

Operations Division of the African Union and AMISOM. The incumbent will provide support and advice on design and implementation of coordination mechanisms for multifunctional logistics support, and expert technical advice to the African Union Commission in terms of logistics support to ongoing and planned peacekeeping operations, the African standby force, a continental logistics base, and other logistical areas of interest. The Logistics Officer will advise on development and implementation of mechanisms for contingent-owned equipment and will assist with technical expertise in the development of draft logistics institutional policies and guidance related to contingent-owned equipment, memorandums of understanding, letters of assist, status of mission and status of forces agreements, standard operating procedures, concepts of operations, force requirements and various other partnership agreements. This position will cover the functions of both the Logistics Adviser in the African Union Peacekeeping Support Team and the Contingent-Owned Equipment Planner in the United Nations planning team for AMISOM.

51. The Training Officer (P-4) will advise the African Union on the development of training needs analyses to ensure that training is accurately targeted and resources are used to the best effect, and will advise on the development of training policies and of doctrine and standardization, including facilitating training events, as appropriate, in consultation and coordination with other capacity-building partners. This support will also include assistance in refining training standards both for African Union Commission personnel and in relation to the peace and security architecture overall, and advice on the development of the annual training and implementation plan for the African standby force. The Officer will assist the African Union Commission to develop its integral training capacity, identify and advise on potential training opportunities that might be of relevance to African Union personnel, and coordinate lessons-learned efforts of the Office as a whole.

Component 2: support

52. The support component reflects the work of the Mission Support Unit. During the budget period, the support component will provide effective and efficient administrative services to the Office and the Joint Support and Coordination Mechanism for the implementation of their responsibilities.

Expected accomplishments	*Indicators of achievement*
2.1 Efficient and effective administrative, logistical and security support	2.1.1 Office facility is minimum operating security standards compliant and is safe and secure
	2.1.2 Communication infrastructure installed and fully functional
	2.1.3 Vehicular transportation capacity is adequate and readily available
	2.1.4 Office equipment is available to all staff
	2.1.5 Human resources capacity is adequate and effective

Outputs

- Provision of timely and efficient logistical support to Special Envoys and Representatives of the Secretary-General on official mission to Addis Ababa to meet with African Union officials, Ethiopian authorities, the diplomatic corps and other interlocutors
- Provision of timely and efficient logistical support to the Joint Support and Coordination Mechanism of UNAMID
- Maintenance and repair of office premises
- Operation and maintenance of two standby generators
- Operation and maintenance of 34 vehicles
- Supply of 174,590 litres of petrol, oil and lubricants
- Operation of daily staff shuttle services
- Support and maintenance of information technology and communications infrastructure
- Support and maintenance of 6 servers, 91 desktop computers, 42 laptop computers, 27 printers and 5 digital senders
- Provision of round-the-clock security services

Table 4
Human resources: component 2, support

	International staff								
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission Support									
Approved posts 2009/10	—	—	—	—	—	—	—	—	—
Proposed posts 2010/11	—	—	1	3	10	**14**	17	1	**32**
Net change	**—**	**—**	**1**	**3**	**10**	**14**	**17**	**1**	**32**
Total									
Approved 2009/10	—	—	—	—	—	—	—	—	—
Proposed 2010/11	—	—	1	3	10	**14**	17	1	**32**
Net change	**—**	**—**	**1**	**3**	**10**	**14**	**17**	**1**	**32**

[a] Includes National Officers and national General Service staff.

Mission Support

International staff: one P-4 post, three P-3 posts, and 10 Field Service level posts

National staff: 17 national General Service level posts

United Nations Volunteers: one United Nations Volunteer position

53. The Mission Support Unit will provide administrative, logistical and technical support for the functioning of the Office and the Joint Support and Coordination Mechanism and for the execution of the Office's mandate. The Unit will be led by an Administrative Officer (P-4) who will manage the operations of the integrated Office, and will also have certifying authority for all support areas. The incumbent will be assisted by one Administrative Assistant (National staff).

54. The Budget/Finance Officer (P-3) will have approving authority and be responsible for the preparation of the budget and performance report, and the monitoring of expenditures on an ongoing basis. The incumbent will also maintain financial controls, maintain and administer office accounts, the disbursement of funds in settlement of invoices from vendors and suppliers and travel claims of staff, administer payroll and payments for National staff and administer the bank accounts of the Office in full compliance with the Financial Regulations and Rules of the United Nations. The Officer will be assisted by one Budget/Finance Assistant (Field Service).

55. The Human Resources Officer (P-3) will provide integrated and strategic human resources management services to the Office in the planning of staff requirements, staff administration and recruitment. The incumbent will be responsible for travel and related arrangements such as flight reservations and preparation of travel authorizations. The incumbent will also cover staff orientation, staff benefits, leave, attendance and staff performance evaluations.

56. The Medical Assistant/Nurse (National staff) will provide first aid and preventive and routine health care to staff. This post will ensure that medical assistance is available at the Office to provide first aid in emergency situations. The post of the Nurse/Medical Assistant is critical to ensure the well-being of staff, in addition to responding to emergency cases that may arise in the Office.

57. The Transport Officer (FS) will plan, organize and control the stock of all vehicles, spare parts and consumable items to maintain the fleet of vehicles. The incumbent will arrange for the maintenance and repair of the vehicle fleet, optimize inventory and schedule the rotation of vehicles. The Officer will distribute vehicles and implement road safety standards and procedures and maintenance guidelines. The incumbent will be supported by one Transport Assistant (National staff) and will supervise four Drivers (National staff).

58. The Inventory and Supply Assistant (National staff) will monitor and control the receiving of, accounting for and issuance of all materials required by the Office for all supply and inventory items, and keep an accurate record of the consumption of consumables and of all inventory items issued under the property control and inventory regulations and rules. The incumbent is responsible for identifying the needs of the Office for all supply and inventory items, as well as for placing orders and conducting receipt and inspection of goods. The Facilities Management Assistant (National staff) will be responsible for cleaning and minor maintenance works required at all the United Nations facilities used by the Office. The General

Service Assistants (one Field Service and two National staff) will be responsible for mail and pouch operations, document reproduction services, registry and electronic archives, conference services and travel-related activities.

59. The Administrative Assistant (National staff) will assist all Support Officers on matters such as the local procurement of goods and services, the development of procurement sources, maintenance of a roster of vendors, conducting of market surveys and negotiation of contracts. The incumbent will provide assistance in training schedules and participation; meeting scheduling and facilitation; asset management functions; and interpretation services at meetings with local service providers and contractors and with Government regulatory authorities when required. The incumbent will also provide assistance on human resources matters.

60. The Communications and Information Technology Services Officer (Field Service) will be responsible for the management, planning, installation and maintenance of all communications and information technology infrastructure. The Officer will be accountable for all communications and information technology assets, preparation and management of the budget for communication and information technology, and certification of related expenditures. The incumbent will provide professional leadership in areas related to communications and information technology and liaise with the United Nations country team, the African Union and Government regulatory bodies at a commensurate level. This proposal will maintain the current level of the incumbent now supporting the Joint Support and Coordination Mechanism.

61. Also reporting to the Communications and Information Technology Services Officer are two Telecommunications Assistants (Switchboard Operators/Service Desk) (National staff). The Switchboard Operators will serve as the first point of contact for external callers to the Office. They will provide support to the Office performing functions such as receiving and transferring calls; interfacing with the call centre/help desk to process service requests and contact relevant help desk personnel; entering relevant service request data in the system and providing service numbers to clients; actions related to telephone billing; processing, certification and settlement of invoices for fixed, mobile and satellite telephones and INMARSAT satellite terminals in a timely manner; preparing telephone account statements for cost recovery of private calls; and providing continual updating of the telephone directory for the Office.

62. The Telecommunications Technician (Satellite and Microwave) (Field Service) will provide the required expertise and technical support in the management, installation and operation of satellite systems including VSAT earth stations and associated equipment such as amplifiers, transceivers, modems, routers, multiplexers and control systems. The Technician will provide support in the installation, operation and maintenance of microwave and rural telephone radio equipment and ancillary equipment. The incumbent will also be responsible for the installation and maintenance of INMARSAT terminals including hand-held and portable satellite transceivers. In order to provide a high quality of uninterrupted service when other staff are on leave, the Technician will assist with videoconference operation and facilities, first level support in telephone exchange and network maintenance through cross-training programmes. The Telecommunications Technician (Telephone, VHF/HF/UHF) (Field Service) will provide the necessary expertise and technical support for the telephone network,

including telephone exchanges, telephone servers, voicemail systems, the wireless telephone network, and the associated distribution equipment and cabling. The Technician will be responsible for the day-to-day management, installation, operation and maintenance of the telephone network including the telephone exchange, the DECT wireless network, facsimile machines, secure communications equipment, and other associated equipment and facilities. The incumbent will support the management, installation, operation and maintenance of the telephone billing system including electronic distribution of telephone bills and the telephone billing server. The incumbent will also be responsible for the day-to-day management, installation and operation of the VHF/HF/UHF radio network, including vehicle installations, programming of repeaters, mobile and hand-held radios, and ensuring that the mission radio network can interoperate with the United Nations country team radio system.

63. The Telecommunications Assistant (Infrastructure) (National staff) will provide technical support to all the communications and information technology services functions. The Telecommunications Assistant will assist with the installation, deinstallation and relocation of all communications and information technology equipment. The Assistant will provide support in installation, maintenance and documentation of all cabling for fixed and mobile radio installations, telephone installations, information technology installations, satellite installations and antenna installations for wireless networks. The incumbent will also provide support for asset management and help desk activities. The Telecommunications Assistant (Videoconferencing and Asset Management) (United Nations Volunteer) will provide the necessary expertise in videoconferencing in support of videoconferencing with various locations, including United Nations Headquarters in New York, Nairobi, Mogadishu, El Fasher, and the United Nations Logistics Base (UNLB) in Brindisi. The Assistant will be responsible for the scheduling and operation of secure videoconferencing facilities at the Office and the African Union compound. The incumbent will be responsible for the preparation and maintenance of video room facilities in accordance with set standards. In addition, the incumbent will provide support to the satellite technician and assist with the asset management functions of the Office.

64. The Information Technology Assistant (Local Area Network/Network and Server Management) (Field Service) will provide expertise and technical support in the daily management and operation of the local area network and the wide area network. This role is critical for the efficient inter-working of the many computers and supporting devices both in the Office and externally. The incumbent will provide support in daily management and operation of the server room and data centre, implementation, maintenance and upgrade of network protocols and allocation of Internet Protocol addresses, as well as plan, design and maintain the integrity of networks, servers and databases upon which the Office relies for uninterrupted operations. The Information Technology Assistant will also troubleshoot and resolve malfunctions, coordinate and plan the installation of coaxial and fibre-optic cables, and oversee the more complex interfacing of local area network equipment with satellite and microwave radio networks. In addition, the incumbent will provide backup support to other information technology functions and assist with help desk support functions.

65. The Information Technology Assistant (Help Desk) (National staff) will provide help desk support to all Office personnel. The Assistant will provide front-

line support in a variety of services including receiving and processing client requests, providing basic technical support on relevant software systems applications, and installing application systems software and hardware according to specifications. The incumbent will also provide basic support in the planning, development, implementation and maintenance of customized applications software, assist in the preparation of technical and user documentation, and maintain regular contact with clients and other technical staff to ensure that the communications and information technology applications and services are provided with maximum availability and utilized efficiently in supporting all functions.

66. The Information Technology Assistant (Applications, Security and Disaster Recovery) (Field Service) will provide the necessary expertise and technical support in managing critical applications, the information technology network, access security and policies and disaster recovery operations and plans. The incumbent will be responsible for planning, designing and maintaining the Lotus Notes/e-mail system, supporting critical applications, and providing technical support to applications acquired or developed for specialized functions. The incumbent will also support senior staff in needs analysis and maintenance of application software within Lotus Notes, Microsoft Access and other network/Web-based applications, prepare technical and user documentation and training materials, and in coordination with the Communications and Information Technology Services Officer, devise and administer disaster recovery plans. In addition, the incumbent will provide backup support to other information technology functions and assist with the help desk functions.

67. Providing security and also reporting to the Chief of Staff, will be three Security Officers (one P-3 and two Field Service) and one Security Assistant (National staff). The Security Officer (P-3) will have the overall responsibility for security and safety for the new Office based on an assessment of possible threats and vulnerabilities, including a review of past incidents at the facility and surrounding areas. The Security Officer will also be responsible for the administrative policy and maintenance of the security management system for the Office and its operations and to ensure effective security management, oversight, policy formulation, compliance and quality assurance; investigation of all security incidents involving staff of the Office; liaising with other security focal points in country and briefing the Head of Office and other staff on security arrangements and measures. The Officer will ensure that all personnel affiliated with the Office receive the appropriate security training.

68. The Security Officers (2 Field Service) will support the P-3 Security Officer by planning for security services and security briefings, as well as maintaining office security on a 24-hour basis. The incumbents will also be responsible for maintaining a database for the purpose of staff tracking and accountability; conducting security training and briefings to staff of the Office; and undertaking other tasks related to security and safety of the Office as required. The Security Assistant (National staff) will assist in the administration and logistical arrangements. The incumbent will liaise as the intermediary between the Office and the local and national security counterparts.

II. Financial resources

Overall

(Thousands of United States dollars)

Category	*Cost estimates (2010/11)*
Military and police personnel	
Military observers	—
Military contingents	—
United Nations police	—
Formed police units	—
Subtotal	**—**
Civilian personnel	
International staff	8 262.4
National staff	433.8
United Nations Volunteers	12.2
General temporary assistance	—
Subtotal	**8 708.4**
Operational costs	
Government-provided personnel	—
Civilian electoral observers	—
Consultants	—
Official travel	146.7
Facilities and infrastructure	894.4
Ground transportation	273.5
Air transportation	—
Naval transportation	—
Communications	412.7
Information technology	105.8
Medical	—
Special equipment	—
Other supplies, services and equipment	100.5
Quick-impact projects	—
Subtotal	**1 933.6**
Gross requirements	**10 642.0**
Staff assessment income	1 101.6
Net requirements	**9 540.4**
Voluntary contributions in kind (budgeted)	—
Total requirements	**10 642.0**

III. Analysis of resource requirements

	Costs
International staff	$8 262.4

69. Requirements reflect the deployment of 42 international staff representing 30 Professional posts and 12 Field Service posts. Total requirements for the 6 international posts funded from the regular budget amount to $1,699,000 and requirements for posts funded from the support account for peacekeeping operations total $6,563,400. For posts associated with the regular budget, the calculation reflects the application of the approved vacancy rate for the budget for the biennium 2010-2011 as approved by the General Assembly in its resolution 64/243, notably, a vacancy rate of 9.6 per cent for Professional staff and 4 per cent for General Service staff. At the same time, for new posts the standard delayed recruitment factor of 50 per cent for Professional posts and 65 per cent for General Service posts has been applied. For established posts associated with the support account for peacekeeping operations, a vacancy rate of 12 per cent for Professional staff and 7 per cent for General Service staff has been applied.

	Costs
National staff	$433.8

70. Requirements reflect the deployment of 20 national General Service staff funded from the support account for peacekeeping operations ($366,700) and 2 Local level staff ($67,100) funded from the regular budget, both utilizing the aforementioned delayed recruitment factors.

	Costs
United Nations Volunteers	$12.2

71. Provision is made for one national United Nations Volunteer post. Average cost for three missions (MONUC, MINURCAT and UNAMID) has been used to determine the required estimates.

	Costs
Official travel	$146.7

72. Provision is made for official travel outside the area.

	Costs
Facilities and infrastructure	$894.4

73. Requirements are for the rental of a five-story office building of 1,600 square metres at the rate of $15 per square metre per month, rental of 5 photocopying machines, estimates for minimum operating security standards compliance for both the Office and staff residences, security guard services for Office buildings and sanitation and stationery supplies for the Office.

	Costs
Ground transportation	$273.5

74. Requirements reflect costs for the support and maintenance of 41 vehicles (first 6 months of the year) and 34 vehicles for the remaining 6 months of the year using current fuel prices for the month of March 2010 ($0.96 per litre for petrol and $0.85 per litre for diesel), worldwide liability insurance for vehicles and mandatory local car insurance at the rate of $90 per month per vehicle. The rate for worldwide insurance is based on Standard Cost and Ratio Manual rate of $83.3 per vehicle per month.

	Costs
Communications	$412.7

75. Estimates include provision for commercial communications as follows: INMARSAT charges, charges for satellite phones, Internet services, GSM telephone services, local PTT telephone lines, local leased lines, UNLB connectivity, shared UNLB leased lines, direct lines to United Nations Headquarters, charges for the United Nations Headquarters mailbox, post and pouch, and a satellite transponder lease.

	Costs
Information technology	$105.8

76. Estimates relate primarily to the provision of centrally managed licences at a rate of $310 per computer (desktop and laptop) annually as well as provisions for centralized information technology services at a rate of $20 per month for laptop and desktop computers, and centralized data storage and retrieval and maintenance support at $85 per year per e-mail account.

	Costs
Other supplies, services and equipment	$100.5

77. Requirements reflect subscriptions and relevant periodicals, printing and reproduction requirements, audit fees and freight costs for transfer of equipment between missions.

IV. Actions to be taken by the General Assembly

78. **The actions to be taken by the General Assembly in connection with the financing of the United Nations Office to the African Union are:**

(a) To approve the amount of $7,672,300 for the support account for peacekeeping operations, additional to the amount proposed for the budget for the support account for the period from 1 July 2010 to 30 June 2011 (A/64/697);

(b) To prorate the amount in subparagraph (a) among the budgets of the active peacekeeping operations for the period from 1 July 2010 to 30 June 2011;

(c) To reduce by $3,903,100 the amount proposed for the financing of support for the African Union Mission in Somalia for the period from 1 July 2010 to 30 June 2011 (A/64/644);

(d) To reduce by $6,872,500 the amount proposed for the budget for the African Union-United Nations Hybrid Operation in Darfur for the period from 1 July 2010 to 30 June 2011 (A/64/685);

(e) To approve the establishment of three new posts (one Assistant Secretary-General, one P-4 and one Field Service) and reclassification of the P-3 post to the P-4 level effective 1 July 2010 under section 1, Overall policymaking, direction and coordination, of the programme budget for the biennium 2010-2011;

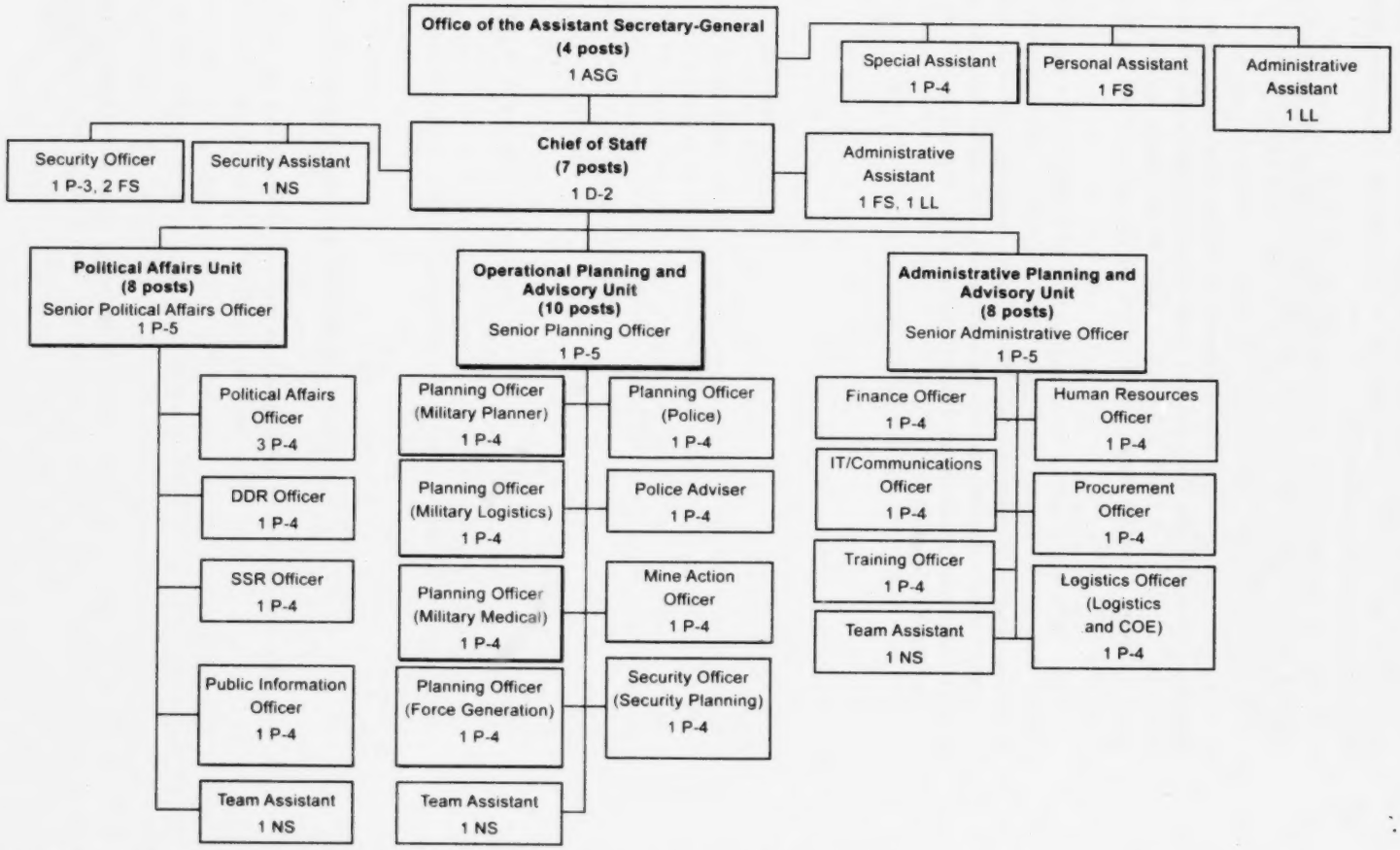
(f) To appropriate a total amount of $656,600 under the programme budget for the biennium 2010-2011 under section 1, Overall policymaking, direction and coordination ($572,900), and section 35, Staff assessment ($83,700), to be offset by a corresponding amount under Income section 1, Income from staff assessment. The provision would represent a charge against the contingency fund.

Annex

United Nations Office to the African Union

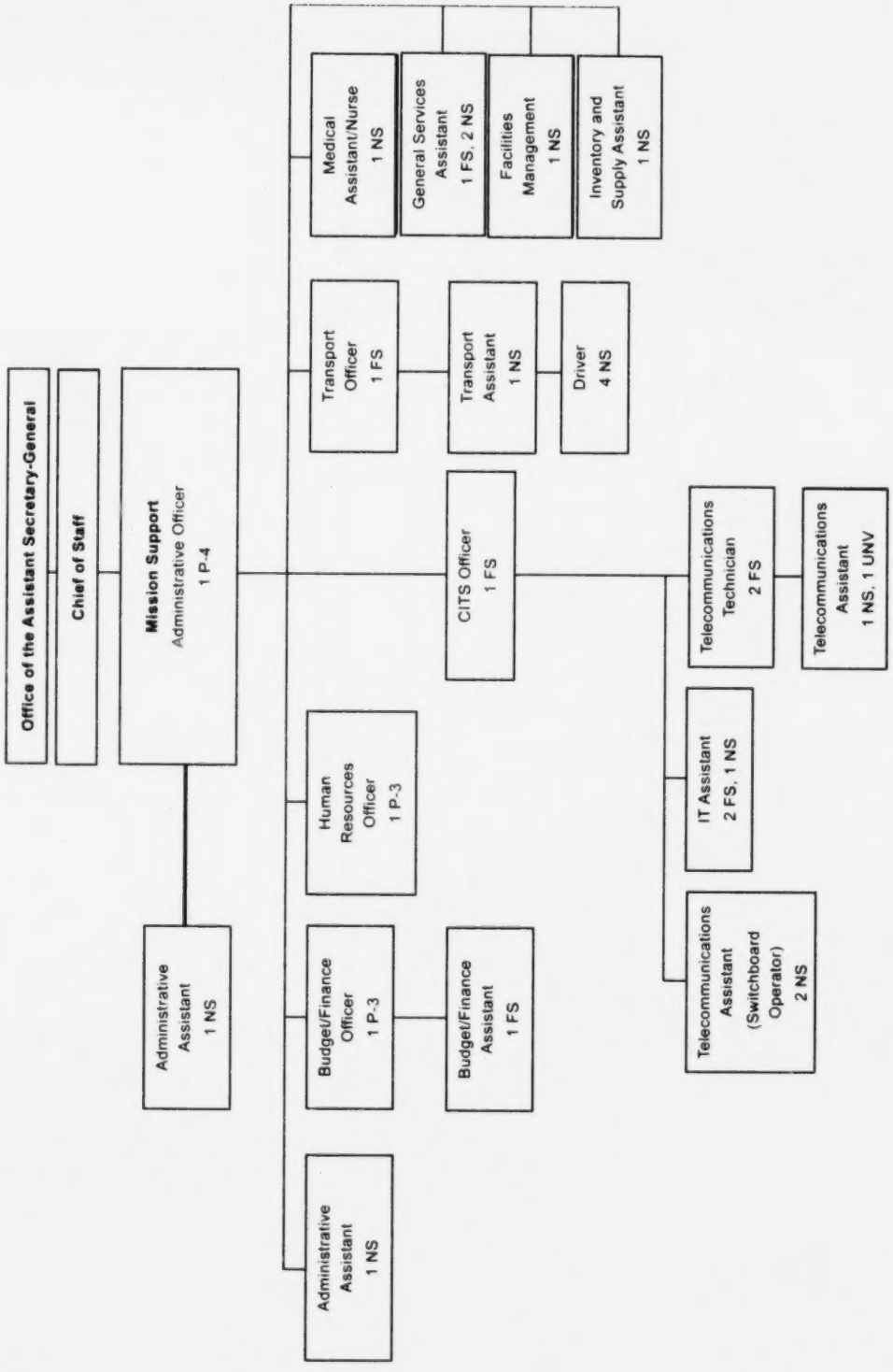
Organization charts

A. Substantive offices

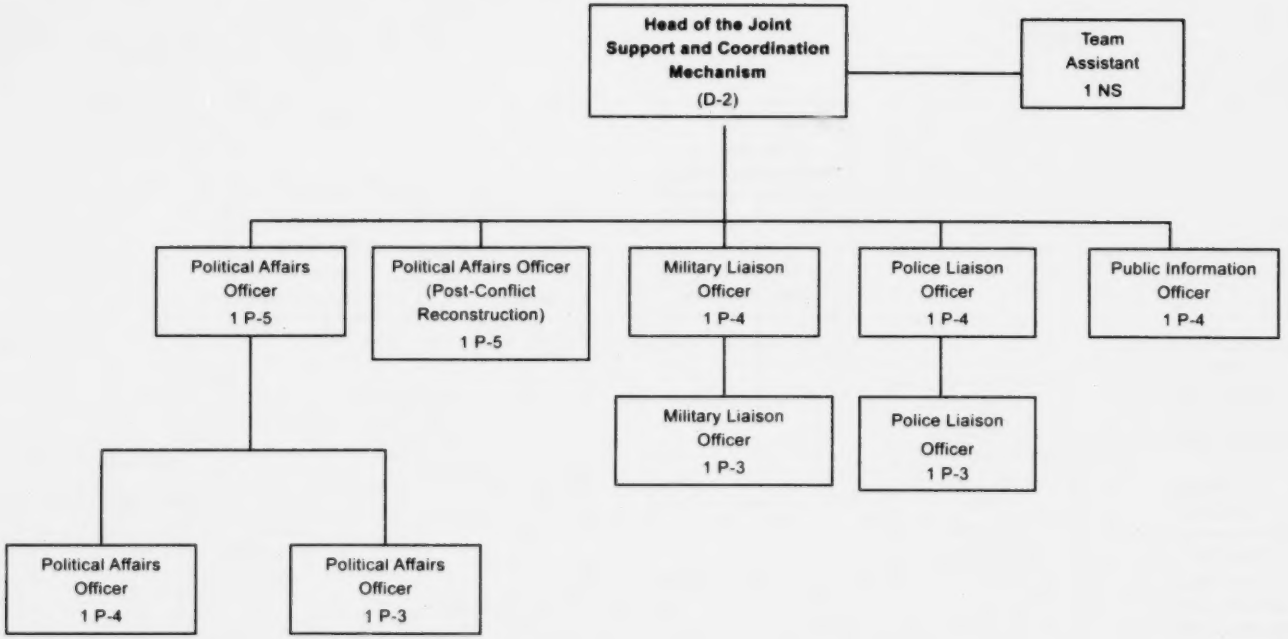


Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; LL, Local level; P, Professional; NS, National staff; DDR, Demobilization and Reintegration; IT, Information Technology; SSR, Security Sector Reform; COE, Contingent-Owned Equipment.

B. Support offices



C. Joint Support and Coordination Mechanism*



* This chart is provided for information purposes only; these 11 posts will remain outside the United Nations Office to the African Union and are not proposed to be funded as part of that Office.